



COMPTROLLER

(Program/Budget)

OFFICE OF THE UNDER SECRETARY OF DEFENSE
1100 DEFENSE PENTAGON
WASHINGTON, DC 20301-1100

OCT 01 2014

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (FINANCIAL
MANAGEMENT AND COMPTROLLER)
ASSISTANT SECRETARY OF THE NAVY (FINANCIAL
MANAGEMENT AND COMPTROLLER)
ASSISTANT SECRETARY OF THE AIR FORCE
(FINANCIAL MANAGEMENT AND COMPTROLLER)
ASSISTANT SECRETARY OF DEFENSE (HEALTH
AFFAIRS)
DIRECTOR, ADMINISTRATION AND MANAGEMENT
DIRECTORS, DEFENSE AGENCIES

SUBJECT: Fiscal Year (FY) 2015 Department of Defense (DoD) Civilian Personnel
Fringe Benefits Rates

The FY 2015 DoD Civilian Personnel Fringe Benefits Rates are published on the
attachment to this memorandum and on the reimbursable rates page of the Office of the Under
Secretary of Defense (Comptroller) (OUSD(C)) website:

<http://comptroller.defense.gov/FinancialManagement/Reports/rates2015.aspx>

The "Billings to Other DoD Components and Federal Agencies" will be used when
obtaining reimbursement for services provided to another DoD activity or Federal agency. The
"Billings to All Others" will be used when obtaining reimbursement for services provided to
agencies outside of the Federal Government. These rates contain a factor of 8.3 percent to recover
unfunded benefits such as civilian retirement, post-retirement health care, and post-retirement life
insurance.

Questions regarding these rates should be directed to Anna A. McNally, OUSD
(Comptroller), Program/Budget, Directorate for Operations at Anna.A.McNally.civ@mail.mil,
(703) 697-3253.

John P. Roth
Deputy Comptroller

Attachment:
As stated



CIVILIAN PERSONNEL FRINGE BENEFIT
FISCAL YEAR 2015

Civilian personnel fringe benefit rates should be applied to civilian labor costs incurred in support of reimbursable orders, as appropriate. These rates should be used when billing other DoD Components, Federal agencies, and private parties under the requirements of Chapter 6 of Volume 11A, "Reimbursable Operations, Policy and Procedures," of the DoD Financial Management Regulation (DoD 7000.14-R). Billings to the Foreign Military Sales (FMS) Administrative Charge Account and to FMS cases are to be processed under the provisions of Chapter 7, Volume 15, "Security Assistance Policy and Procedures," of the DoD Financial Management Regulation (DoD 7000.14-R).

The following FY 2015 civilian personnel fringe benefit rates, which are effective October 1, 2014, are as follows:

	<u>BILLINGS TO OTHER DoD COMPONENTS AND FEDERAL AGENCIES</u> ^{1/}	<u>BILLINGS TO ALL OTHERS</u> ^{2/ 3/}
ARMY	31.8%	40.1%
NAVY	31.7%	40.0%
MARINE CORPS	32.9%	41.2%
AIR FORCE	36.0%	44.3%
DEFENSE HEALTH AGENCY	27.1%	35.4%
DEFENSE CONTRACT AUDIT AGENCY	31.6%	39.9%
DEFENSE LOGISTICS AGENCY	25.1%	33.4%
OTHER DEFENSE AGENCIES	31.3%	39.6%

Notes:

^{1/} These rates also shall be used for billings to the FMS Administrative Charge Account.

^{2/} These rates should be used for FMS billings other than billings to the FMS Administrative Charge Account.

^{3/} These rates include 8.3 percent factor for unfunded civilian retirement, postretirement health benefit, and postretirement life insurance costs.

ATTACHMENT

CALCULATION FOR FY 2015 FRINGE BENEFIT RATES FOR APPROPRIATED FUNDS

	Total Object Class 11 <u>1/</u>	Total Object Class 12 <u>1/</u>	Funded Benefits Rate <u>2/</u>	Unfunded Retirement Rate <u>3/</u>	Public and Private Party Rate <u>4/</u>
Army	16,423,117	5,217,366	31.8%	8.3%	40.1%
Navy	8,714,467	2,759,001	31.7%	8.3%	40.0%
Marine Corps	1,347,805	443,098	32.9%	8.3%	41.2%
Air Force	10,386,917	3,736,487	36.0%	8.3%	44.3%
Defense Health	522,599	141,532	27.1%	8.3%	35.4%
Defense Contract Audit Agency	402,407	127,175	31.6%	8.3%	39.9%
Defense Logistics Agency	30,703	7,696	25.1%	8.3%	33.4%
Other Defense Agencies	6,274,283	1,963,566	31.3%	8.3%	39.6%
Overall	44,102,298	14,395,921	32.6%	8.3%	40.9%

Notes:

1/ Sources: The FY 2015 President's Budget for Civilian Personnel Costs (OP-8) from Appropriated Funds Activities, excludes the OP-8 for the Working Capital Funds.

2/ Billings to Other DoD and Federal Agencies use the "Funded Benefits Rate."

3/ OUSD(C) Memorandum for Record dated September 5, 2014, subject: FY 2015 Unfunded Civilian Retirement (UCR) Factor.

4/ Billings to All Others use the "Public and Private Party Rate" which includes the "Unfunded Retirement Rate."